

ORGANIZATIONAL LEADERSHIP & TECHNICAL MANAGEMENT (OLTM) ADVISORY COMMITTEE MINUTES

Date: Wednesday, October 8, 2025

Time: 4:00 p.m. – 5:30 p.m.

Location: Library (LIB) 130 and via Zoom

I. CALL TO ORDER

The meeting was called to order at 4:07 p.m. by Co-Chair Tricia Junker-Rodman.

II. INTRODUCTIONS

Advisory members and guests introduced themselves:

Susan Hamer-Gann, PeaceHealth and OLTM Cohort 1 Graduate

Tricia Junker-Rodman, Northwest Medical Advocacy, LLC (Chairperson)

Monica Seidl, Cowlitz/Wahkiakum Council of Governments (Co-Chair)

Surya Mandapaka, Amazon

Eddie Martin, NORPAC

Travis Wallace, WestRock and OLTM Cohort 1 Graduate

Angie Shipman, Fibre Federal Credit Union

Teedara Wolf, Cowlitz PUD

Lucas Young, Wauna Credit Union and current OLTM student

Kat Harlan, LCC Faculty

Tamra Gilchrist, Dean of Instruction, LCC

Dana Cummings, LCC Faculty

Kalisha Harris, Assistant to the Dean (Recorder)

III. APPROVAL OF PRIOR MINUTES

The minutes from the Spring 2025 (June 5) meeting were reviewed. Angie Shipman moved to approve, seconded by Monica Seidl. All in favor, none opposed. Motion carried.

IV. ADVISORY COMMITTEE OVERVIEW

Dean Tamra Gilchrist provided a brief overview of the purpose of advisory committees for new members. Each program at LCC maintains an advisory board of industry professionals to provide guidance and alignment with workforce needs. Advisory members are appointed for three-year terms by the College President and must complete an ethics training. The committee meets twice annually, with additional opportunities to engage through Leadership After-Hours and other student events.

V. INDUSTRY UPDATES

Monica Seidl (CWCOG): Attending a national convention in Salt Lake City to explore community development and entrepreneurship strategies. Discussed revolving loan funds for startups, mentorship programs, SCORE, and the SBDC presence on LCC's campus to support small business growth.

Lucas Young (Wauna Credit Union): Highlighted significant shortages in automation and instrumentation specialists. Encouraged LCC to continue supporting these programs and suggested developing affordable, local leadership training opportunities.

Eddie Martin (NORPAC): Reported strong hiring with an ongoing retirement wave impacting experience levels. Shared that NORPAC's leadership academy blends online coursework with applied assignments. Their apprenticeship program remains highly successful in developing skilled maintenance mechanics.

Travis Wallace (WestRock): Reported continuous hiring over the past year, including graduates from Perry Technical Institute. Described a scholarship program covering up to \$30,000 for employees committing to a five-year term. Emphasized regional shortages in millwrights and welders and encouraged LCC to consider expanding training in these areas.

Teedara Wolf (Cowlitz PUD): Noted that over half of PUD's workforce has been replaced in the last five years due to retirements. Shared experiences with large applicant pools of varying quality emphasized the need for leadership training focused on employee recognition and engagement. Discussed upcoming events, including the Cowlitz County Career Expo (October 23) and the PUD Job Shadow Day (November 5).

Surya Mandapaka (Amazon): Reported strong hiring needs in logistics and operations. Noted that while applicant volume has increased, the quality of candidates has declined, particularly in soft skills and hands-on experience. Highlighted the growing need for leadership, communication, and interpersonal skills in addition to technical ability.

Susan Hamer-Gann (PeaceHealth): Announced new President Sarah Ness and ongoing organizational restructuring. PeaceHealth continues outreach through high school tours to encourage healthcare career interest.

Angie Shipman (Fibre Federal Credit Union): Discussed succession planning efforts in response to anticipated retirements, a new career pathing platform for employee development, and hiring trends across departments.

Tricia Junker-Rodman (NW Medical Advocacy): Noted new behavioral health services opening in the area and emphasized the continued need for a behavioral support specialist program at LCC.

VI. OLTM PROGRAM UPDATES

Dean Gilchrist and Faculty Lead Kat Harlan reported the following:

Total OLTM Alumni: 46

Cohort 4: 20 students (graduating Spring/Summer 2026)

Cohort 5: 32 students (current)

Cohort 6: 7 applicants (in progress)

Kat attended the Baccalaureate Leadership Council (BLC) in Spring 2025, noting that LCC is one of only two leadership programs statewide. Interest in the program continues to grow, with most new students referred through alumni and word of mouth.

VII. PROGRAM & CURRICULUM REVIEW

Faculty reviewed program course content to ensure alignment with industry trends. Key updates include:

- Integration of artificial intelligence (AI) ethics and application discussions across courses.
- Enhanced focus on change management, emotional intelligence, team communication, and decision-making.
- COIL international collaboration projects to strengthen adaptability and global teamwork.
- A new cumulative portfolio assignment beginning in Organizational Communications to showcase student work throughout the program.

ENVS 440 Environmental Issues: The Program is looking to add a lab component to this upper-division course to benefit students. Currently, students must take an additional lower-division lab science. This change would shorten the pathway for students and the time to completion.

OLTM 460 Coaching and Mentoring: Students will be paired with OLTM alumni mentors.

OLTM 495 Capstone: Revised outcomes will emphasize practical experiences and site visits; flexible arrangements will be made for non-local students.

**All curriculum revisions must be voted on and submitted as quickly as possible to meet deadlines to publish the 2026-2027 Catalog. The committee agrees to take time to more thoroughly explore the proposed revisions and vote via Google Form through email.

VIII. MEMBERSHIP AND ETHICS TRAINING

Current membership remains strong with representation from diverse industries. Members unable to continue participation were asked to notify the committee or designate a proxy. Ethics training was provided via QR code, and new members will receive appointment letters from the College President.

IX. UPCOMING EVENTS

Leadership After Hours – November 5, 2025 (to be rescheduled after November 17)

Cowlitz County Career Expo – October 23, 2025, at LCC

PUD Job Shadowing Day – November 5, 2025

X. FUTURE MEETINGS & DISCUSSION

The next OLTM Advisory Committee meeting will be held in Spring 2026, during the last two weeks of April (date and location to be confirmed). The group also discussed potential participation in the October 29 AIR Advisory meeting.

New initiatives to take into consideration include:

- Development of a Supply Chain Management BAS pathway

- Creation of an accelerated Leadership Certification Program addressing teamwork and workplace communication skills.

- Opportunities for customized on-site leadership training for employers.

XI. ADJOURNMENT

The meeting was adjourned at 5:29 p.m. by Chairperson Tricia Junker-Rodman.

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